2025 Modern Slavery Statement

Reporting entity	Viridis Ag Pty Limited (ACN 623 149 217), trading as Viridis Ag
Controlled entity covered by this statement	Viridis Ag Services Pty Limited (ACN 617 025 573)
Registered address	Suite 3, Level 3, 429 Swift Street, Albury NSW 2640

Our Commitment

Viridis Ag is committed to respecting human rights and to preventing modern slavery in our operations and supply chain. This 2025 Modern Slavery Statement (Statement) is our third under the *Modern Slavery Act 2018 (Cth)* (the Act) and reflects the next stage of a deliberate program to deepen our understanding of where modern slavery risks may sit in our value chain and to strengthen the controls that operate over them.

During the 2024 reporting period we established our baseline — a structured supply chain review, a supplier questionnaire, and a desktop assessment of our direct operations. The 2024 statement concluded that the residual risk in both our operations and our Tier 1 supplier group was low.

During the 2025 reporting period we have gone further. We have rebuilt our supplier questionnaire to align with the Australian Government's December 2024 response to the statutory review of the Act, undertaken a more rigorous risk assessment, captured upstream country-of-origin disclosures from our largest suppliers, and identified specific improvements that will be implemented during the 2026 reporting period.

The Board has reviewed and approved this Statement, and is satisfied that it reflects an accurate and candid account of our modern slavery risk profile and our response.

Our Business

Viridis Ag is a privately owned Australian broadacre cropping business, wholly owned by investors in the Macquarie Agriculture Cropping Fund Australia. This statement is made on behalf of the reporting entity, Viridis Ag Pty Limited (ACN 623 149 217), and covers its wholly owned controlled entity Viridis Ag Services Pty Limited (ACN 617 025 573), which acts as the employing entity for our workforce. For the purposes of this statement, both entities are collectively referred to as Viridis Ag.

Viridis Ag operates eleven broadacre cropping aggregations (farms) across three states: six in Western Australia, two in South Australia and three in New South Wales. We produce grains, oilseeds, cotton and pulses for domestic and export markets. Production activities include seeding, in-crop spraying, harvest and on-farm grain handling. Our farms are supported by a centralised support office in Albury, and site-based farm management teams.

Our Team

As at the end of the reporting period, Viridis Ag's workforce comprised 156 people, of whom 109 (70%) are Australian or New Zealand citizens or permanent residents and 47 (30%) hold temporary visas of various classes – noting that we do not engage any workers through the Pacific Australia Labour Mobility (PALM) scheme.

For the reporting period we directly employed the majority (97%) of our team members, engaged under Australian employment laws and relevant industrial instruments, including the *Fair Work Act 2009 (Cth)*, modern awards, work health and safety legislation and anti-discrimination laws. We used one labour hire provider, that holds a current Queensland Labour Hire Licence (Staff 360, LHL02135-J6Z5W). Given the remote, regional nature of our farms, workers are housed in employer-provided accommodation at or near their place of work.

Our Supply Chain

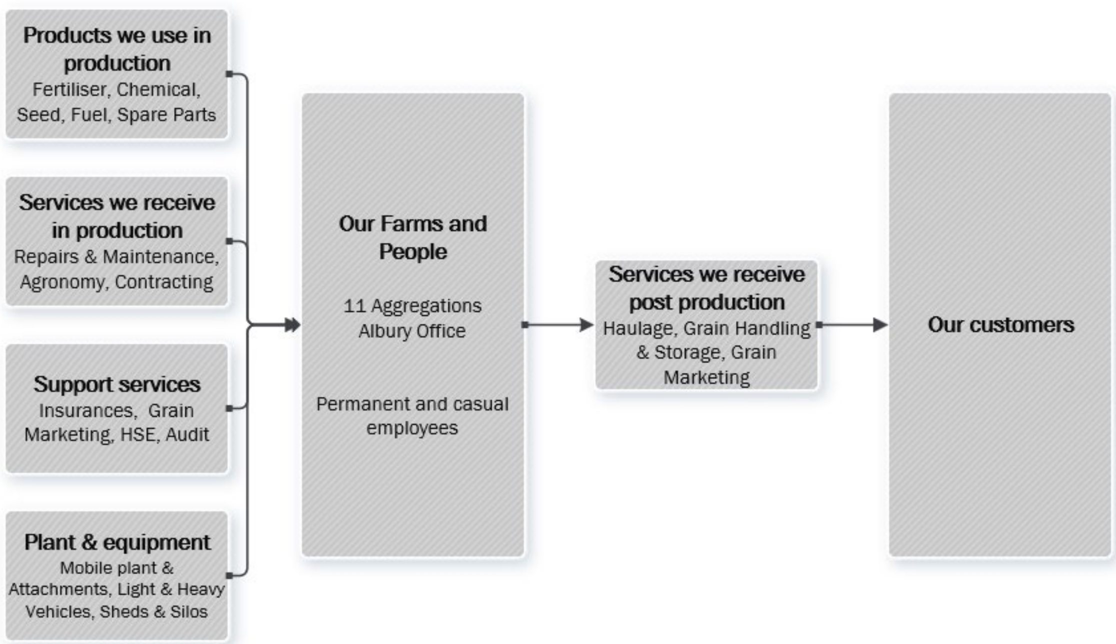
Viridis Ag's supply chain in the 2025 reporting period is concentrated in five principal categories:

- agricultural inputs (chemicals, fertilisers; fuel and seed);
- services we receive in production (repairs & maintenance, agronomy);
- support services (insurances, grain marketing);
- machinery and equipment (mobile plant, light and heavy vehicles); and
- grain handling, storage and transport – see the below diagram.

The fifteen suppliers accounting for the largest share of our procurement spend are all incorporated in Australia. Eight are themselves reporting entities under the Act. The remaining seven are smaller, predominantly regional, businesses operating in fuel distribution, and road freight — none of which currently meet the consolidated revenue threshold for reporting under the Act.

Our four largest suppliers being: Nutrien Ag Solutions Limited (Nutrien), CSBP Limited (CSBP), Co-operative Bulk Handling Limited (CBH) and Afgri Equipment Australia Pty Ltd (Afgri Equipment), collectively account for more than 75% of identified procurement spend and are all reporting entities. We sell our grain output predominantly to CBH and GrainCorp Operations Limited, both Australian reporting entities.

Diagram 1: Our supply chain



Risk Management Activities in 2025

Our 2025 modern slavery risk assessment applies a country-and-sector overlay methodology, drawing on the Walk Free Global Slavery Index, the US Department of State Trafficking in Persons (**TIP**) Report, and Australian Attorney-General's Department guidance for reporting entities. Each operational and supply-chain element is assessed on an inherent-risk scale, with existing controls then evaluated to determine the residual risk level. The sections below describe the risks identified; the actions we have taken in response are set out in the Commitments for 2026 section.

Risks in our Operations

Our direct workforce is engaged under Australian employment law and presents a low inherent risk of modern slavery. The principal residual operational risks we identify lie in three areas:

1. **Temporary visa cohort**

   Australian Government guidance identifies temporary visa workers as a recognised higher-risk cohort. Our exposure is mitigated by:

   - our direct recruitment and engagement of the majority of these employees;
   - the use of a single licensed labour hire provider;
   - non use of PALM workers; and
   - direct oversight by Viridis Ag employed farm managers.

2. **Employer-provided accommodation**

   Our on-farm team members — including the majority of our temporary visa cohort — are housed in employer-provided accommodation across our farms. This arrangement reflects the remote, regional nature of our broadacre cropping operations. We acknowledge that the combination of employer-provided housing and employment is a structural condition recognised in published modern slavery guidance as warranting specific safeguards, separate from the absence of evidence of harm. Having assessed our current control framework against that guidance, we consider the existing safeguards proportionate to the residual risk and do not consider that material change to the operating model would further reduce it. This position will be revisited at each annual review of the Modern Slavery Statement and on any material change in operations, guidance, or evidence.

3. **On-farm contractors**

   We primarily engage contractors at the farm level for contract freight and mechanical/workshop services. Our visibility of contractors' own workforce arrangements is limited and is currently underwritten by long-standing relationships and on-site inductions rather than by formal contractual due diligence. The introduction of modern slavery clauses into our standard contract templates seeks to address this gap.

Risks in our Supply Chain

All fifteen of our top-spend Tier 1 suppliers are incorporated in Australia. The risk pathway in our supply chain is therefore overwhelmingly upstream of Tier 1 — in the manufacturing and input supply chains that sit behind the goods and services our Tier 1 suppliers provide to us.

Our largest suppliers by spend, Nutrien and CSBP, have disclosed the principal countries of origin for the agricultural chemicals and fertilisers they supply to us:

Agricultural chemicals	China, India, USA, EU and Australia predominantly
Fertilisers	Saudi Arabia, Egypt, Morocco, Malaysia, Indonesia, Australia, Canada, USA and Israel predominantly

Several of these jurisdictions sit at Tier 2 on the US TIP Report (China, India, Saudi Arabia, Egypt, Morocco, Malaysia, Indonesia), with documented modern slavery risk indicators in specific industries and regions. China carries the additional concern of state-imposed forced labour indicators in particular regions. Morocco is the world's principal phosphate exporter and the phosphate mining sector has documented labour concerns. Both Nutrien and CSBP (through its parent Wesfarmers Limited) have a published Modern Slavery Statement, a binding global Supplier Code of Ethics that prohibits forced or compulsory labour, the surrender of identity documents as a condition of employment, and human trafficking, and a documented grievance pathway. We have reviewed this evidence and are satisfied that both Nutrien and CSBP's controls over its upstream supply chain are credible and material, while recognising that they are supplier-attested rather than independently verified.

Our other Tier 1 supplier categories carry the following risk profiles.

- Fuel — four Australian distributors supplying refined product; the modern slavery risk pathway sits in upstream global extraction and shipping, where direct intervention by a downstream consumer is structurally difficult.
- Transport — four owner-driver and small-fleet operators; the transport sector is identified in published guidance as carrying elevated risk indicators through sub-contracting chains and temporary visa labour, particularly outside the reporting-entity cohort.
- Machinery — primarily John Deere equipment supplied through Afgri Equipment; the manufacturing supply chain includes globally sourced parts, electronics, semiconductors, batteries and steel, and is addressed through the Original Equipment Manufacturer's published due diligence program.
- Construction — a single supplier for shed and silo construction, where imported steel and electrical components carry residual upstream exposure.
- Insurance and professional services — service-only relationships with no material upstream input chain.

Actions Taken During the Reporting Period

Modern slavery responsibility within Viridis Ag is owned operationally by the Management team and overseen by the Board. During the 2025 reporting period, the following governance controls were in place:

<u>Supplier Engagement</u>

We issued an updated modern slavery supplier questionnaire to our fifteen largest suppliers by spend in May 2025. The supplier questionnaire was redesigned to reflect the December 2024 Government response to the statutory review of the Act — in particular, the likely elevation of due diligence systems, grievance mechanisms and supply chain transparency to mandatory disclosure criteria. The supplier questionnaire covered respondent identification, Act status, operations and workforce arrangements, Tier 2 supply chain visibility, policy and governance, grievance mechanisms, and effectiveness measurement.

Workforce Arrangements

Labour hire arrangements during the reporting period were limited to a single provider (Staff 360 Pty Ltd) holding a current Queensland Labour Hire Licence. We confirm that no recruitment fees or related costs are charged to workers — the employer-pays principle is applied consistently. Workers in employer-provided accommodation are not charged housing costs.

Training and Awareness

Modern slavery awareness training was delivered during the reporting period to employees in human resources roles. We have identified the extension of training to supply chain roles as part of the forward commitment to broader supplier due diligence.

Grievance and Remediation

Our Whistleblower Policy (**Policy**) provides a confidential channel for employees, contractors and labour hire workers to raise concerns including those relating to modern slavery. The channel was reviewed during the reporting period and is communicated at induction. The Policy is presently administered in English only, on the basis that English language competency is a documented employment requirement managed primarily as a workplace safety risk.

Assessing the Effectiveness of Controls

Effectiveness measurement is an area of acknowledged development for our modern slavery program. During the 2025 reporting period we have applied the following indicators:

Indicator	Position at end of reporting period
Supplier Engagement	12 substantive responses (over 90% of our expenditure)
Tier 2 country-of-origin assessments	Completed for reporting entities
Identified modern slavery incidents	Nil identified

We have not received any reports or concerns related to modern slavery during the reporting period through any internal channel, supplier engagement or external party.

Consultation with Controlled Entities

This statement is a joint statement covering Viridis Ag Pty Limited and its wholly owned controlled entity, Viridis Ag Services Pty Limited. Both entities operate from common premises, share a common management team, common human resources, procurement and risk functions, and a common governance framework. The risk assessment, supplier engagement and policy positions described in this statement apply equally to both entities. The Boards of both entities have been consulted in the preparation of this statement and the General Manager – Human Resources, who has carriage of the modern slavery program delivery, is appointed to both entities.

Commitments for 2026

The following improvements will be developed and implemented during the 2026 reporting period:

- insert standard modern slavery, audit-rights and termination clauses into procurement contract templates, and apply to all new and renewing contracts;
- add modern slavery as a discrete risk on the enterprise risk register with documented inherent and residual ratings and an annual Risk Committee review cadence; and
- provide training to key supply chain and operational employees in the identification of modern slavery risks.

This 2025 Modern Slavery Statement was approved by the Board of Viridis Ag Pty Limited, the reporting entity, on 27 May 2026, in its capacity as the principal governing body of Viridis Ag Pty Limited and having consulted with the Board of Viridis Ag Services Pty Limited. The Statement is signed by the Chair in accordance with section 13 of the *Modern Slavery Act 2018 (Cth)*.

Signed by:

MICHAEL CARROLL

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Date: 27 May 2026

Michael Carroll

Chair

Viridis Ag Pty Limited